

Work Permits and Child Labor Laws

Overview

- Work permits serve as an age certificate and states the maximum hours a minor may work based on their age
- All minors under age 18, including minors employed by parents, must have a work permit except
 - Work permits are not required for minors engaged in the following types of employment:
 - Occasional odd jobs at a private home
 - Sale or delivery of newspapers, if self employed
 - Self-employment
 - Agricultural or domestic work on property owned, operated, or controlled by the minor's parents
- Minors must meet mandatory school attendance laws in order to obtain work permits
- Work permits are required all year, not just when school is in session.
- Work permits must be renewed at the start of each new school year or at the time the student obtains a new job.
- CSDR has the right to restrict or reduce the type of employment and/or hours of work if the schoolwork or health of the minor is being impaired by the employment
- Applications are available in CSDR's Workability program

Hours Minors Are Allowed to Work

Ages 16-17: School In Session

- 4 hours max. per day/Mon. - Thurs.
- 8 hours max. per day/Fri. - Sun.
- 20 hours total per week (MCS Recommended Limit)
- 5 a.m. to 10 p.m.
- 5 a.m. to 12:30 a.m. if no school next day.

Ages 16-17: School In Session and enrolled in Work Experience Education/Paid Vocational Training Programs

- 6 hours max. per day/Mon. -Thurs.
- 8 hours max. per day/Fri. -Sun.
- 40 hours total per week.
- 5 a.m. - 10 p.m. (12:30 a.m. on days preceding a non-school day).

Ages 16-17: Summer

- 8 hours max. per day
- 48 hours total per week
- 5 a.m. to 12:30 a.m.

Ages 14-15: School In Session

- 3 hours max. per day
- 18 hours total per week
- 7 a.m.-7pm.

Ages 14-15: Summer

- 8 hours max per day
- 40 hours total per week
- 7 a.m.-9 p.m.

Under Age 14

Federal and state laws prohibit the issuance of work permits except in very limited circumstances. Contact the Department of Industrial Relations for more information.

Prohibited Employment: Federal Labor Law Hazardous Occupations for Minors

The Federal Government under the Fair Labor Standards Act (FLSA) has listed 17 hazardous occupations which minors UNDER THE AGE OF 18 are prohibited from working in any capacity. There are no exemptions or exceptions!!! ** This is a partial list. For a complete listing contact the U.S. Department of Labor.*

- Serving Alcoholic Beverages
- Motor Vehicle Driving - Minors may not drive on any public highway. This does NOT prohibit a minor from driving on private property (i.e. auto car dealer lot)
- Power-Driven Woodworking Machines
- Exposure To Radioactive Substances- X-Rays
- Power-Drive Hoisting Apparatus-automobile hoist, lift truck, fork lift, elevator, crane, derrick
- Power-Driven Metal-Forming, Punching, Shearing Machines
- Power-Driven Bakery machines - dough sheeter, bread, meat or vegetable slicer, dough mixer
- Power-Drive Paper-Products machines - paper bailers, box crushers

- Power-Driven circular Saws, Band Saws, Guillotine Shears
- Roofing Operations
- Excavation Operations - cannot work in trenches deeper than 4 feet
- Explosives Manufacturing Occupations
- Mining Operations
- Logging and Saw milling Operations
- Occupations In Slaughtering, Meat Packing and Rendering Plants
- Brick, Tile and Kindred Products Manufacturing
- Wrecking, Demolition and Ship-Breaking Operations

Prohibited Employment: California Labor Law Hazardous Occupations for Minors

In addition to Federal (FLSA) regulations the State of California prohibits minors UNDER THE AGE OF 16 from the following occupations. ** This is a partial list. For a complete list contact the Dept. of Industrial Relations at 248-8400.*

- Selling Or Serving Alcoholic Beverages
- Public Messenger Service
- In Hazardous Occupations
- In all building construction work of any kind
- The operation of motor vehicles or service as helpers on such vehicles.
- Cooking/Baking
- In a Pool or Billiard Room
- In the Vicinity of Moving Machinery
- In the Vicinity of Explosives
- In or about Moving Equipment, Aircraft, Vessels
- In or about Gasoline Service Stations
- In Selling to Passing motorists - newspapers, candy, flowers or other merchandise/commodities

- All occupations in warehouses except office and clerical work
- In Door-to-Door Selling- candy, cookies, flowers newspapers/magazines subscriptions or other merchandise/commodities unless these conditions are met:
- Minors work in pairs as a team
- One adult supervisor for ten or fewer minors
- Within sight or sound of supervisor every 15 minutes
- Returned to home or rendezvous point daily

Tax Withholding & Deductions Statement

All employers must furnish each employee, at the time wages are paid, a separate or detachable itemized statement of deduction.

Workers Compensation Insurance

All minors must be covered by Workers Compensation including minors employed by parents and minors employed by businesses operating from a private residence.

Note: Private homeowners insurance only provides Workers Compensation coverage for employees performing domestic work, not work performed for your business. Call State Workers Compensation fund for information at (916) 463-6201.

Wages

- In most cases, minors must be paid at least minimum wage.
- If a student works a split shift, they must be paid one extra hour at the minimum wage.
- If a student reports to work, but is not given work and is sent

home, that employee is owed a minimum of two hours pay for their time and trouble. If employees are asked not to clock in, they must be free to leave and cannot be required to wait without being paid, as they are under your direction and control.

For More Information on California or Federal Labor Laws Regarding Minors Contact:

California Labor Laws

Department of Industrial Relations Field Office **San Bernardino** 464 W.
Fourth Street, Room 348
San Bernardino, CA 92401 (909) 383-4334

Federal Labor Laws

FLSA - U.S. Department of Labor Field Office 2981 Fulton
Avenue Sacramento, CA 95821 (916) 979-2040

Workers Compensation

State Workers Compensation Insurance 6301 Day Street, Riverside, CA
92507 (951) 656-8300